

Attachment J38

Department of Labor Wage Determination

Florida

No.: 94-2115

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WAGE DETERMINATION NO: 94-2115 REV (23) AREA: FL,JACKSONVILLE

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FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

REGISTER OF WAGE DETERMINATION UNDER

THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

Washington, D.C. 20210

Wage Determination No.: 94-2115

Revision No.: 23

Division of

Wage Determinations

Date of Last Revision: 06/21/1999

State): **Florida**, Georgia

Areas: **Florida** COUNTIES OF Baker, Clay, Columbia, **Duval**, Hamilton,
Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor
Georgia COUNTIES OF Brantley, Camden, Charlton, Glynn, Pierce

** Fringe Benefits Required For All Occupations Included In

This Wage Determination Follow The Occupational Listing **

OCCUPATION CODE AND TITLE

MINIMUM HOURLY WAGE

Administrative Support and Clerical Occupations:

01011 Accounting Clerk I	\$ 8.19
01012 Accounting Clerk II	\$ 9.73
01013 Accounting Clerk III	\$ 10.36
01014 Accounting Clerk IV	\$ 12.95
01030 Court Reporter	\$ 11.45
01050 Dispatcher, Motor Vehicle	\$ 11.45
01060 Document Preparation Clerk	\$ 9.13
01070 Messenger (Courier)	\$ 7.07
01090 Duplicating Machine Operator	\$ 9.13
01110 Film/Tape Librarian	\$ 10.00
01115 General Clerk I	\$ 7.07
01116 General Clerk II	\$ 8.17
01117 General Clerk III	\$ 9.83
01118 General Clerk IV	\$ 15.06
01120 Housing Referral Assistant	\$ 12.56
01131 Key Entry Operator I	\$ 7.74
01132 Key Entry Operator II	\$ 9.85
01191 Order Clerk I	\$ 9.38
01192 Order Clerk II	\$ 10.65
01261 Personnel Assistant (Employment) I	\$ 9.80
01262 Personnel Assistant (Employment) II	\$ 10.29
01263 Personnel Assistant (Employment) III	\$ 10.95
01264 Personnel Assistant (Employment) IV	\$ 12.56
01270 Production Control Clerk	\$ 12.56
01290 Rental Clerk	\$ 10.00
01300 Scheduler, Maintenance	\$ 10.00
01311 Secretary I	\$ 10.00
01312 Secretary II	\$ 11.45
01313 Secretary III	\$ 12.56
01314 Secretary IV	\$ 14.56
01315 Secretary V	\$ 14.77

01320	Service Order Dispatcher	\$ 10.00
01341	Stenographer I	\$ 11.66
01342	Stenographer II	\$ 12.37
01400	Supply Technician	\$ 14.05
01420	Survey Worker (Interviewer)	\$ 11.45
01460	Switchboard Operator-Receptionist	\$ 8.26
01510	Test Examiner	\$ 11.45
01520	Test Proctor	\$ 11.45
01531	Travel Clerk I	\$ 8.42
01532	Travel Clerk II	\$ 9.18
01533	Travel Clerk III	\$ 9.89
01611	Word Processor I	\$ 8.38
01612	Word Processor II	\$ 11.17
01613	Word Processor III	\$ 12.50
Automatic Data Processing Occupations:		
03010	Computer Data Librarian	\$ 10.17
03041	Computer Operator I	\$ 10.17
03042	Computer Operator II	\$ 10.97
03043	Computer Operator III	\$ 12.88
03044	Computer Operator IV	\$ 15.81
03045	Computer Operator V	\$ 17.55
03071	Computer Programmer I 1/	\$ 13.23
03072	Computer Programmer II 1/	\$ 17.01
03073	Computer Programmer III 1/	\$ 18.40
03074	Computer Programmer IV 1/	\$ 22.26
03101	Computer Systems Analyst I 1/	\$ 18.43
03102	Computer Systems Analyst II 1/	\$ 21.72
03103	Computer Systems Analyst III 1/	\$ 25.76
03160	Peripheral Equipment Operator	\$ 10.17
Automotive Service Occupations:		
05005	Automobile Body Repairer, Fiberglass	\$ 15.44
05010	Automotive Glass Installer	\$ 13.58
05040	Automotive Worker	\$ 13.58
05070	Electrician, Automotive	\$ 15.44
05100	Mobile Equipment Servicer	\$ 11.70
05130	Motor Equipment Metal Mechanic	\$ 15.44
05160	Motor Equipment Metal Worker	\$ 13.58
05190	Motor Vehicle Mechanic	\$ 15.44
05220	Motor Vehicle Mechanic Helper	\$ 10.79
05250	Motor Vehicle Upholstery Worker	\$ 12.65
05280	Motor Vehicle Wrecker	\$ 13.58
05310	Painter, Automotive	\$ 14.51
05340	Radiator Repair Specialist	\$ 13.58
05370	Tire Repairer	\$ 11.70
05400	Transmission Repair Specialist	\$ 15.44
Food Preparation and Service Occupations:		
07010	Baker	\$ 9.81
07041	Cook I	\$ 8.41
07042	Cook II	\$ 9.81
07070	Dishwasher	\$ 5.92
07100	Food Service Worker (Cafeteria Worker)	\$ 5.92
07130	Meat Cutter	\$ 9.81
07250	Waiter/Waitress	\$ 6.51
Furniture Maintenance and Repair Occupations:		
09010	Electrostatic Spray Painter	\$ 14.51
09040	Furniture Handler	\$ 9.29
09070	Furniture Refinisher	\$ 14.51
09100	Furniture Refinisher Helper	\$ 10.79
09110	Furniture Repairer, Minor	\$ 12.65
09130	Upholsterer	\$ 14.51
General Service and Support Occupations:		
11030	Cleaner, Vehicles	\$ 5.92
11060	Elevator Operator	\$ 5.92
11090	Gardener	\$ 7.40

11121	Housekeeping Aide I	\$ 5.18
11122	Housekeeping Aide II	\$ 5.92
11150	Janitor	\$ 5.92
11210	Laborer, Grounds Maintenance	\$ 6.51
11240	Maid or Houseman	\$ 5.18
11270	Pest Controller	\$ 9.11
11300	Refuse Collector	\$ 5.92
11330	Tractor Operator	\$ 7.77
11360	Window Cleaner	\$ 6.51
Health Occupations:		
12020	Dental Assistant	\$ 10.44
12040	Emergency Medical Technician/Paramedic Ambulance Driver	\$ 10.44
12071	Licensed Practical Nurse I	\$ 8.32
12072	Licensed Practical Nurse II	\$ 9.33
12073	Licensed Practical Nurse III	\$ 10.44
12100	Medical Assistant	\$ 9.33
12130	Medical Laboratory Technician	\$ 9.33
12160	Medical Record Clerk	\$ 9.33
12190	Medical Record Technician	\$ 12.94
12221	Nursing Assistant I	\$ 6.78
12222	Nursing Assistant II	\$ 7.62
12223	Nursing Assistant III	\$ 8.32
12224	Nursing Assistant IV	\$ 9.33
12250	Pharmacy Technician	\$ 11.64
12280	Phlebotomist	\$ 9.33
12311	Registered Nurse I	\$ 12.94
12312	Registered Nurse II	\$ 15.82
12313	Registered Nurse II, Specialist	\$ 15.82
12314	Registered Nurse III	\$ 19.15
12315	Registered Nurse III, Anesthetist	\$ 19.15
12316	Registered Nurse IV	\$ 22.95
Information and Arts Occupations:		
13002	Audiovisual Librarian	\$ 14.56
13011	Exhibits Specialist I	\$ 11.85
13012	Exhibits Specialist II	\$ 14.67
13013	Exhibits Specialist III	\$ 17.23
13041	Illustrator I	\$ 11.85
13042	Illustrator II	\$ 14.67
13043	Illustrator III	\$ 17.23
13047	Librarian	\$ 16.99
13050	Library Technician	\$ 12.43
13071	Photographer I	\$ 11.85
13072	Photographer II	\$ 14.67
13073	Photographer III	\$ 17.23
13074	Photographer IV	\$ 21.07
13075	Photographer V	\$ 25.50
Laundry, Drycleaning, Pressing and Related Occups:		
15010	Assembler	\$ 6.08
15030	Counter Attendant	\$ 6.08
15040	Dry Cleaner	\$ 7.75
15070	Finisher, Flatwork, Machine	\$ 6.08
15090	Presser, Hand	\$ 6.08
15100	Presser, Machine, Drycleaning	\$ 6.08
15130	Presser, Machine, Shirts	\$ 6.08
15160	Presser, Machine, Wearing Apparel, Laundry	\$ 6.08
15190	Sewing Machine Operator	\$ 8.29
15220	Tailor	\$ 8.89
15250	Washer, Machine	\$ 6.62
Machine Tool Operation and Repair Occupations:		
19010	Machine-Tool Operator (Toolroom)	\$ 14.51
19040	Tool and Die Maker	\$ 18.25
Materials Handling and Packing Occupations:		
21010	Fuel Distribution System Operator	\$ 12.55
21020	Material Coordinator	\$ 13.15

21030	Material Expediter	\$ 13.15
21040	Material Handling Laborer	\$ 9.35
21050	Order Filler	\$ 8.17
21071	Forklift Operator	\$ 12.00
21080	Production Line Worker (Food Processing)	\$ 11.23
21100	Shipping/Receiving Clerk	\$ 9.00
21130	Shipping Packer	\$ 9.00
21140	Store Worker I	\$ 8.35
21150	Stock Clerk (Shelf Stocker; Store Worker II)	\$ 10.00
21210	Tools and Parts Attendant	\$ 11.23
21400	Warehouse Specialist	\$ 10.00
Mechanics and Maintenance and Repair Occupations:		
23010	Aircraft Mechanic	\$ 15.44
23040	Aircraft Mechanic Helper	\$ 10.79
23050	Aircraft Quality Control Inspector	\$ 16.38
23060	Aircraft Servicer	\$ 12.65
23070	Aircraft Worker	\$ 13.58
23100	Appliance Mechanic	\$ 14.51
23120	Bicycle Repairer	\$ 11.70
23125	Cable Splicer	\$ 15.44
23130	Carpenter, Maintenance	\$ 14.51
23140	Carpet Layer	\$ 14.51
23160	Electrician, Maintenance	\$ 17.77
23181	Electronics Technician, Maintenance I	\$ 16.53
23182	Electronics Technician, Maintenance II	\$ 18.20
23183	Electronics Technician, Maintenance III	\$ 19.28
23260	Fabric Worker	\$ 12.28
23290	Fire Alarm System Mechanic	\$ 15.44
23310	Fire Extinguisher Repairer	\$ 11.81
23340	Fuel Distribution System Mechanic	\$ 15.44
23370	General Maintenance Worker	\$ 13.58
23400	Heating, Refrigeration and Air-Conditioning Mechanic	\$ 15.44
23430	Heavy Equipment Mechanic	\$ 15.44
23440	Heavy Equipment Operator	\$ 17.68
23460	Instrument Mechanic	\$ 15.44
23470	Laborer	\$ 8.57
23500	Locksmith	\$ 14.51
23530	Machinery Maintenance Mechanic	\$ 15.44
23550	Machinist, Maintenance	\$ 15.44
23580	Maintenance Trades Helper	\$ 10.79
23640	Millwright	\$ 15.44
23700	Office Appliance Repairer	\$ 14.51
23740	Painter, Aircraft	\$ 14.51
23760	Painter, Maintenance	\$ 14.51
23790	Pipefitter, Maintenance	\$ 15.44
23800	Plumber, Maintenance	\$ 14.51
23820	Pneudraulic Systems Mechanic	\$ 15.44
23850	Rigger	\$ 15.44
23870	Scale Mechanic	\$ 13.58
23890	Sheet-Metal Worker, Maintenance	\$ 15.44
23910	Small Engine Mechanic	\$ 13.58
23930	Telecommunications Mechanic I	\$ 15.44
23931	Telecommunications Mechanic II	\$ 16.38
23950	Telephone Lineman	\$ 15.44
23960	Welder, Combination, Maintenance	\$ 15.44
23965	Well Driller	\$ 15.44
23970	Woodcraft Worker	\$ 15.44
23980	Woodworker	\$ 11.70
Personal Needs Occupations:		
24570	Child Care Attendant	\$ 6.52
24580	Child Care Center Clerk	\$ 9.15
24600	Chore Aide	\$ 5.18
24630	Homemaker	\$ 12.85
Plant and System Operation Occupations:		

25010 Boiler Tender	\$ 15.44
25040 Sewage Plant Operator	\$ 14.51
25070 Stationary Engineer	\$ 15.44
25190 Ventilation Equipment Tender	\$ 10.79
25210 Water Treatment Plant Operator	\$ 14.51
Protective Service Occupations:	
27004 Alarm Monitor	\$ 8.50
27006 Corrections Officer	\$ 11.47
27010 Court Security Officer	\$ 11.91
27040 Detention Officer	\$ 11.47
27070 Firefighter	\$ 11.46
27101 Guard I	\$ 5.98
27102 Guard II	\$ 8.50
27130 Police Officer	\$ 16.39
Stevedoring/Longshoremen Occupational Services:	
28010 Blocker and Bracer	\$ 14.15
28020 Hatch Tender	\$ 14.15
28030 Line Handler	\$ 14.15
28040 Stevedore I	\$ 13.14
28050 Stevedore II	\$ 15.05
Technical Occupations:	
29010 Air Traffic Control Specialist, Center 2/	\$ 24.90
29011 Air Traffic Control Specialist, Station 2/	\$ 17.17
29012 Air Traffic Control Specialist, Terminal 2/	\$ 18.91
29023 Archeological Technician I	\$ 12.41
29024 Archeological Technician II	\$ 13.96
29025 Archeological Technician III	\$ 17.23
29030 Cartographic Technician	\$ 17.23
29035 Computer Based Training (CBT) Specialist/Instructor	\$ 18.43
29040 Civil Engineering Technician	\$ 17.23
29061 Drafter I	\$ 10.45
29062 Drafter II	\$ 11.85
29063 Drafter III	\$ 14.67
29064 Drafter IV	\$ 17.23
29081 Engineering Technician I	\$ 9.35
29082 Engineering Technician II	\$ 11.94
29083 Engineering Technician III	\$ 14.67
29084 Engineering Technician IV	\$ 17.23
29085 Engineering Technician V	\$ 21.02
29086 Engineering Technician VI	\$ 25.49
29090 Environmental Technician	\$ 15.81
29100 Flight Simulator/Instructor (Pilot)	\$ 20.90
29150 Graphic Artist	\$ 18.43
29160 Instructor	\$ 17.65
29210 Laboratory Technician	\$ 12.88
29240 Mathematical Technician	\$ 17.23
29361 Paralegal/Legal Assistant I	\$ 11.60
29362 Paralegal/Legal Assistant II	\$ 14.56
29363 Paralegal/Legal Assistant III	\$ 17.81
29364 Paralegal/Legal Assistant IV	\$ 21.55
29390 Photooptics Technician	\$ 17.23
29480 Technical Writer	\$ 19.81
29491 Unexploded Ordnance Technician I	\$ 15.82
29492 Unexploded Ordnance Technician II	\$ 19.15
29493 Unexploded Ordnance Technician III	\$ 22.95
29494 Unexploded Safety Escort	\$ 15.82
29495 Unexploded Sweep Personnel	\$ 15.82
29620 Weather Observer, Senior 3/	\$ 14.30
29621 Weather Observer, Combined Upper Air & Surface Programs 3/	\$ 12.88
29622 Weather Observer, Upper Air 3/	\$ 12.88
Transportation/Mobile Equipment Operation Occups:	
31030 Bus Driver	\$ 11.50
31260 Parking and Lot Attendant	\$ 5.75
31290 Shuttle Bus Driver	\$ 8.42

31300 Taxi Driver	\$ 7.76
31361 Truckdriver, Light Truck	\$ 8.42
31362 Truckdriver, Medium Truck	\$ 12.00
31363 Truckdriver, Heavy Truck	\$ 16.83
31364 Truckdriver, Tractor-Trailer	\$ 16.83
Miscellaneous Occupations:	
99020 Animal Caretaker	\$ 6.62
99030 Cashier	\$ 7.57
99041 Carnival Equipment Operator	\$ 7.84
99042 Carnival Equipment Repairer	\$ 7.39
99043 Carnival Worker	\$ 5.92
99050 Desk Clerk	\$ 9.26
99095 Embalmer	\$ 15.84
99300 Lifeguard	\$ 8.26
99310 Mortician	\$ 15.84
99350 Park Attendant (Aide)	\$ 10.37
99400 Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	\$ 8.26
99500 Recreation Specialist	\$ 12.36
99510 Recycling Worker	\$ 7.84
99610 Sales Clerk	\$ 8.26
99620 School Crossing Guard (Crosswalk Attendant)	\$ 5.92
99630 Sports Official	\$ 8.26
99658 Survey Party Chief (Chief of Party)	\$ 15.53
99659 Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	\$ 13.10
99660 Surveying Aide	\$ 9.56
99690 Swimming Pool Operator	\$ 9.81
99720 Vending Machine Attendant	\$ 7.79
99730 Vending Machine Repairer	\$ 9.81
99740 Vending Machine Repairer Helper	\$ 7.79

** Fringe Benefits Required For All Occupations Included In
This Wage Determination **

HEALTH & WELFARE: \$1.63 an hour or \$65.20 a week or \$282.53 a month.
 VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)
 HOLIDAYS: Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Titles and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Second Supplement, dated August 1995, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job

description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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